

Equal Employment Opportunity Data Posted  
Pursuant to the No Fear Act:

HQ/SOCR (and below), SCA (and below), WHA (and below)

For 2nd Quarter 2023 for period ending March 31, 2023

Part 1 Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Number of Complaints Filed	216	203	130	121	169	104
Number of Complainants	213	191	130	121	169	104
Repeat Filers	3	12	0	0	0	0

Part 2 Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	48	38	39	29	38	0
Color	19	21	18	5	23	0
Religion	10	16	4	4	34	1
Reprisal	95	93	61	62	82	0
Sex	84	67	48	39	67	1
PDA	7	4	1	4	3	0
National Origin	33	35	17	19	22	0
Equal Pay Act	0	0	0	0	0	0
Age	41	48	25	26	36	0
Disability	71	64	47	52	59	0
Genetics	2	2	2	1	4	0
Non-EEO	9	6	6	5	12	0

Part 3 Complaints By Issue	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2018	2019	2020	2021	2022	
Appointment/Hire	14	16	10	9	13	0
Assignment of Duties	28	21	18	13	13	1
Awards	5	2	3	4	5	0
Conversion to Full Time/Perm Status	1	0	0	0	1	0
Disciplinary Action						
Demotion	2	0	0	1	0	0
Reprimand	13	6	5	4	8	0
Suspension	9	3	2	2	5	0
Removal	1	4	1	1	1	0
Other 1	12	8	2	7	20	0
Other 2	0	0	0	0	0	0
Duty Hours	2	0	1	1	0	0
Perf. Eval./ Appraisal	50	31	16	17	24	0
Examination/Test	2	1	1	0	3	0
Harrassment						
Non-Sexual	119	89	62	56	74	1
Sexual	6	3	3	0	1	0
Medical Examination	5	4	4	1	1	0
Pay including overtime	6	5	6	0	5	0
Promotion/Non-Selection	25	26	26	26	22	1
Reassignment						
Denied	9	0	6	1	3	0
Directed	10	10	7	9	3	1
Reasonable Accommodation Disability	18	18	8	11	9	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	1	0
Retirement	0	0	0	2	1	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	8	1	9	1	3	0
Termination	16	21	4	12	19	0
Terms/Conditions of Employment	57	51	15	18	60	0
Time and Attendance	18	17	10	4	8	0
Training	10	5	2	5	2	0
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Part 4 Processing Time	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Complaints pending during fiscal year						
Average number of days in investigation	230.55	251.16	248.85	255.86	229.89	0.00
Average number of days in final action	63.11	59.09	54.36	57.09	53.45	0.00
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation	228.90	269.86	260.36	274.94	227.78	126.20
Average number of days in final action	46.54	42.45	43.23	65.66	38.47	0.00
Complaints pending during fiscal year where hearing was not requested.						
Average number of days in investigation	232.53	237.88	238.80	237.71	231.51	0.00
Average number of days in final action	63.11	70.24	60.96	51.24	68.42	0.00

Part 5 Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Part 5 Complaints Dismissed by Agency	31	47	21	25	30	1
Average days pending prior to dismissal	54.06	60.43	61.82	65.48	57	69
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	15	22	14	13	21	0

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Part 7 Finding of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2023 Thru 03-31	
	2018		2019		2020		2021		2022			
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		3		3		0		2		2	
Race	0	0.00	1	33	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	1	33	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	1	33	0	0.00	0	0.00	0	0.00
Reprisal	2	100.00	0	0.00	1	33	0	0.00	1	50	0	0.00
Sex	0	0.00	0	0.00	1	33	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	1	33	1	33	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00

Disability	0	0.00	2	67	0	0.00	0	0.00	1	50	1	50.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Findings After Hearing	0		0		0		0		0		1	
Race	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Reprisal	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sex	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Disability	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Finding Without Hearing	2		3		3		0		2		1	
Race	0	0.00	1	33	0	0.00	0	0.00	0	0.00	0	0.00
Color	0	0.00	1	33	0	0.00	0	0.00	0	0.00	0	0.00
Religion	0	0.00	0	0.00	1	33	0	0.00	0	0.00	0	0.00
Reprisal	2	100	0	0.00	1	33	0	0.00	1	50	0	0.00
Sex	0	0.00	0	0.00	1	33	0	0.00	0	0.00	0	0.00
PDA	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
National Origin	0	0.00	1	33	1	33	0	0.00	0	0.00	0	0.00
Equal Pay Act	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Age	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Disability	0	0.00	2	67	0	0.00	0	0.00	1	50	0	0.00
Genetics	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Non-EEO	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

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Findings Without Hearing	2		3		3		0		2		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other 1	0	0	0	0	0	0	0	0	0	0	0	0
Other 2	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval. / Appraisal	0	0	0	0	1	33	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Non-Sexual	2	100	1	33	1	33	0	0	1	50	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	1	100
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	2	67	0	0	0	0	1	50	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	33	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	33	1	33	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Part 9 Complaints Pending from Previous Fiscal Years By Status	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Total complaints from previous Fiscal Years	153	156	130	184	54	123
Total Complainants	148	153	124	121	54	123
Number complaints pending						
Investigation	5	1	8	53	2	28
ROI issued, pending Complainant's action	0	1	2	0	0	20
Hearing	134	150	100	110	47	69
Final Agency Action	16	3	21	11	6	18
Appeal with EEOC Office of Federal Operations	12	14	16	19	15	24

Part 10 Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2023 Thru 03-31
	2018	2019	2020	2021	2022	
Pending Complaints Where Investigations Exceed Required Time Frames	1	5	9	7	3	0